

United Educators of San Francisco
Executive Board
Wednesday, January 7, 2009, 4:15 p.m.
Minutes

Order of Business

Agenda

1. Roll CallRoberto Michel, Sergeant at Arms
 2. Minutes.....Susan Solomon, Secretary
- M/S/C to accept the December 3, 2008 Executive Board meeting minutes as presented.

Finance and COPE Finance Report..... Elaine Merriweather, Treasurer, and Ken Tray, COPE Director

M/S/C to accept the December 31, 2008 Financial Report as presented.

M/S/C to accept the December 31, 2008 COPE Financial Report as presented. A significant decrease will be reflected in next month's COPE balance, as the COPE Director's salary is paid from the COPE account. (Brother Tray is on half-time release in his position of COPE Director.)

Special Order of Business

1. Grievance Committee Report..... Stan De Bella
- M/S/C to accept the committee's recommendation to take case 0809-19 to arbitration.

Violation of 11.13.8 of contract. Teacher is National Board certified and not receiving the \$5000 above regular salary (they are working .9 but was compensated last year when they worked .8 FTE)

Remedy: Pay grievant the money owed and pay her correctly in the future

Field rep recommends for arbitration.

Committee recommends for arbitration.

M/S/C to accept the committee's recommendation to take case 0708-97 to arbitration.

Involuntary Transfer. Grievant was involuntarily transferred out of a TSA position when other TSA's with less seniority were still in place, no justification was given. Violates 15.5.1, 15.5.2, 15.5.6 and 15.5.5

Remedy: Grievant be returned to their TSA position

Problem: District past practice is that TSA's are year to year placements. Once the assignment ends they are be given consolidation rights. They maintain their seniority and are given opportunities to express their assignment preferences. The contract is silent on TSA's. The provisions above are for normal teaching provisions. It is unknown how an arbitrator would rule on this. We are bringing it to bring it to the district's attention and to try to bring this into bargaining on the next contract.

Field rep and committee recommend for arbitration.

M/S/C President's Recommendations for Expenditures	Dennis Kelly
1. Chinese for Affirmative Action (membership)	\$100.00
2. Edutopia (subscription)	\$35.00
3. US Labor Against War (membership).....	\$500.00
4. AFT Program and Policy Council	up to \$1,000.00
5. Instituto Laboral de la Raza	\$400.00
6. CFT "Shaping the Future" K-12 Conference	10@\$75.00=\$750.00
7. CTA Region 1 "Take Back Our Schools" Conference	up to \$1,000.00
8. CTA Staff Training, Jan. 14 – Jan. 15	up to \$600.00
9. Labor Archives & Research Center (contribution)	\$250.00
10. NCUEA Conference (retro).....	\$1,100.00
11. CORO Leadership Luncheon.....	2@\$180.00=\$360.00
12. Labor's 2009 Joint Legislative Conference (2 registrations).....	\$580.00

Resolutions

1. M/S/C as amended: Condemnation of Terrorism and violence in Gaza.....Dennis Kelly
Whereas, those who seek peace and justice must not remain silent in the face of terrorism and aggression, and

Whereas, we believe that reliance on terrorism, calls for the annihilation of a state and people, and military reprisals do not serve the interest of peace and greater humanity in the region, and further that neither Israel nor Hamas is justified in attacking the civilian population of the other; and

Whereas, despite international law's acceptance that a nation is justified in protecting its citizens from terrorist assault, the cycle of violence must end, and

Whereas, the UN Security Council has expressed its serious concern about the current escalation of violence in Gaza and has called for an immediate halt to all terrorist violence and a halt to all military activities, and has called for all parties to address the serious humanitarian and economic needs in Gaza, and

Whereas the United Educators of San Francisco hereby supports the call for an end to the violence, an immediate cease fire, and peaceful and lasting solutions to the conflict, support for a two state solution that both guarantees Israel's security and Palestinian self-determination, and

Therefore be it resolved that the United Educators of San Francisco affirms its respect for international law, opposition to terrorism and military reprisals, support for true international solidarity, support for a call for the cessation of all violence in this war-torn region, and for all people to address the humanitarian and economic needs of all the people in and around Gaza.

Finally, be it resolved that this resolution be sent to SFLC and UESF's state affiliates.

M/S/F amendment: be it resolved that UESF encourage its members to attend the rally on Saturday, January 10, 11:00 to protest attacks on Gaza (ANSWER rally) and

That UESF donate \$200 to an Arab American labor organization to support workers who cannot currently work in Gaza.

There was no documentation about the rally available at the meeting. Information was provided by a UESF member through his PDA. The

M/S/C amendment: Add "Therefore be it resolved that this resolution be sent to SFLC and UESF's state affiliates." This amendment de facto means that the resolution will be sent soon to the named bodies.

Reports

1. President's Report.....Dennis Kelly
 - a. District/UBC Training.....Allan Brill

Brother Brill gave background for planning for the joint training. Meetings are scheduled for February 24 for CDP and K-5, and February 25 for middle and high schools. There will be a federal mediator facilitating the training. Site administrators will be required to attend as long as a UBR or UBC member attends. UESF staff and officers and SFUSD representatives have been meeting with the federal mediator to plan this training. The planning committee will determine which sessions the K-8 schools and SHP members will attend. Suggestion: that there be SHP members present at both sessions since they work at all levels.

- b. Election deadlines information was distributed at the meeting. Sister Merriweather reminded members about the process for nominating themselves as state delegates to NEA Resident Assembly. The Declaration of Candidacy form was in the meeting packet.
 - c. Scatena Fund: named for A.P. Giannini's mother, it is a fund set aside for indigent teachers. The CA Retired Teachers Association took it over for a number of years, and then contacted UESF, which now administers it. Ten applicants will be receiving between \$500 and \$2000 this year. Ex: paras who simply do not have enough to live on; victims of economic downturns with house payments; single mothers with young children and school loans to repay.
 - d. The California State Federation of Labor has asked unions to sign an amicus brief in opposition to Prop 8. Brother Kelly authorized it. No one at the Executive Board meeting objected to this authorization.
 - e. UESF is working with a party planner to do a UESF scholarship dinner, probably March 12 or 19. The plan is to ask organizations to buy tickets for tables, and for teachers, etc. to buy tickets at greatly discounted rate.
 2. Vice-President's Report Linda Plack
 - a. Unfair Labor Practice: CTA is filing on UESF's behalf against the district's Labor Relations and Special Education Departments for direct dealing with content specialists, who were told they would get large raises and then blamed the union when it did not happen. UESF raised the issue with Labor Relations many times in an effort to resolve the issue, but the district has refused to apologize or acknowledge responsibility.

- b. Public Education Funding Workgroup: Sister Plack provided the background for what is (and is not) happening with the state budget, the large projected deficit, and its impact on schools. "Notes on Economic Situation for Schools" was included in the meeting packet. She also reported on what CTA is planning for a possible ballot initiative, calling for a one-cent sales tax to fund education; how members of locals in Local Union Leaders United (LULU), a CTA caucus, responded to a survey developed by Sister Plack and Brother Kelly; and ideas for the best way to respond to the budget crisis and ongoing education funding so that we are not always moving from crisis to crisis. Locally, San Francisco has been shielded from some of the cuts because of Proposition H funding and the Rainy Day Fund, unlike other districts that are already making cuts to services. Since the SF budget is also in serious trouble, there is talk, mainly from Supervisor Chris Daly, about changing the Rainy Day Fund requirements to make the funds available to the city if there is a \$250 million city budget deficit.

(Written report attached)

- 3. NEA Board Report Claire Merced

(Written report attached)

- 4. Child Development Committee Report..... Betty Robinson-Harris

The division is still battling with the district over aspects of the pilot program. The biggest issue is that the salary schedule is incorrect, and some teachers have been underpaid. A new director is starting soon. Child abuse issues: at least half of the CDCs are under investigation for allegedly violating children's rights. Members are being removed from the classroom for 6-12 months while investigations are conducted, which happens through community care licensing and the district. Students are being interviewed by CCL without parents or other adults present.

- 5. Paraprofessional IssuesCarolyn Samoa

The next meeting of the Para Committee is on January 28 at CCSS.

- 6. Substitute Issues..... Liz Conley

(Written report attached)

- 7. Retired Division Gerry Meister

The Health Services System board meets tomorrow and will make a decision on which health care providers will be included next year.

There will be services for Ramiro Cruz on Saturday, January 10, at 11:00, St Stevens Church.

Good of the Order / Announcements: The employees of the Selix Formalwear processing plant, who are members of the International and Warehouse Union, Local 6, are the target of a decertification campaign. Since many high school students rent tuxedos from Selix, the situation will be monitored so that UESF can lend support requested.

Adjournment at 6:16 p.m. in memory of Burton High School teacher Bonnie Hanson.

Respectfully submitted,
Susan Solomon, Secretary